



## **10 Top Reasons to Hire from the Pennsylvania Office of Vocational Rehabilitation (OVR)**

Are you looking for high-impact results in achieving the goals of your business plan to increase recruitment, employment, advancement, and retention of talent that could include individuals with disabilities?

Connect with the Pennsylvania Office of Vocational Rehabilitation's network of 16 co-located offices covering all of Pennsylvania and their business services team. Our local teams and the Central Office Business Services Division staff work directly with you to recruit and retain qualified individuals who meet your workforce needs. The following are 10 top reasons to become a business partner with Pennsylvania's OVR:

### **1. Access a Talent Pool and Recruit Qualified Candidates**

Vocational Rehabilitation (VR) screens and recruits talent to meet your workforce needs. Each of the 16 co-located district offices has a local business/employer services consultant or Single Point of Contact (SPOC) who can represent the talent and local resources your business may need, at no cost to you. It is easy to access the resources of OVR through our Business Services Division and OVR's network of single points of contact at the local level.

### **2. Diversity and Inclusion Training**

OVR personnel are highly skilled professionals, ready and available to provide on-site training to increase the understanding and inclusion of individuals with disabilities into your workplace. Whether you have general questions or want specific information, we stand ready to address your needs.

### **3. A Variety of Staffing and Employment Options**

OVR can meet your employment needs through a variety of strategies, including targeted recruitment, internships, mentoring opportunities and on the job training that includes a time limited wage reimbursement for a qualified new hire.

### **4. Diversity of the Talent Pool**

Vocational Rehabilitation candidates are diverse. They come from a variety of ethnic and cultural backgrounds and geographic locations, including rural and urban communities. OVR candidates have a range of educational backgrounds and experiences ranging from entry level to mid-career, to seasoned and experienced workers.

### **5. Reasonable Accommodation: Assessments, Training and Evaluation**

OVR can be a steady support in providing assessments, assistive technology and service-related reasonable accommodations to supplement and enhance your own Human Resources program and workforce program.

## **6. Personal Use Items**

Personal use items, such as wheelchairs, scooters, eye glasses and hearing aids are generally not regarded as a reasonable accommodation in the workplace. Although these tools are vital to the successful performance of newly hired employees, many insurance plans do not provide coverage for them. Because VR consumer needs are carefully evaluated and documented, many personal use items may be covered, helping your new VR employees remain productive and efficient in a fast paced work environment.

## **7. Retention**

Eliminate high turnover and preserve your company's workforce knowledge and skills. From new hires with disabilities to seasoned professionals who have acquired disabilities, OVR services can support your managers and improve your workforce retention rates. OVR can help with onsite consultation, needs assessments, recommendations and support in providing reasonable accommodations.

## **8. It's No Cost to You!**

Funded through the U.S. Department of Education's Rehabilitation Services Administration (RSA) and state government, OVR services are available at no cost to employers and candidates.

## **9. It's Effective**

Businesses and employers are seeing results. Pennsylvania's OVR has assisted in the recruitment, referral and employment of individual candidates with disabilities since 1920. Businesses across Pennsylvania are reporting the excellent quality and readiness of skilled applicants to add value to any organization or business.

## **10. We Keep it Simple**

By using our single point of contact model, OVR can help leverage talent and resources to on-board new VR hires to ensure both their success and yours in building a high-performance workforce. We can leverage resources from local agencies and help coordinate all tax credits and other financial incentives for your new hires.

## **How to Get Started**

Contact Ralph Roach, OVR Business Services Division Chief and invite our local Business Services Team to your office to begin developing a partnership to actively recruit, advance, and retain individuals with disabilities.

## **Key Contacts**

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